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the **Network**

NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

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# Zolina wins FISCSD Sailor of the Year

Ellen Fuller  
FISCSD Code 073

Storekeeper 1st Class (Surface Warfare) Joss Zolina has been selected by RDML William Kowba, Commander, Fleet and Industrial Supply Centers, as FISC San Diego's Senior Sailor of the Year for 2003.

SK1 Zolina is the fleet liaison leading petty officer for the Logistics Support Center. As the head of the fleet liaison team, he and his eight personnel conducted briefs with Navy Region Southwest for visiting ships in San Diego, which included U.S. Navy ships from other homeports as well as visiting foreign vessels from Peru, Mexico, Canada, France, and Japan. He ensured their logistics requirements were met with zero accountability discrepancies. He provided



*Zolina was recognized for his consistent performance and exceeding the highest of expectations.* (Photo by Raymond Rodriguez)

unparalleled liaison support between the Regional Support Office, Commander, Naval Surface Force, U.S. Pacific Fleet, Military Sealift Command, Submarine Logistics and the Defense Logistics Agency. He also planned and organized a very successful 5<sup>th</sup> Annual FISC Supply Expo and Food Show, subsequently acclaimed as the most successful supply exposition to date, consisting of over 80 vendors with the latest products and logistics technology.

In addition to his primary duties, Zolina represents the command as its career counselor, training coordinator, limited duty coordinator, and pass liaison representative. As the training team coordinator, he developed and executed fiscal year general military

See CSOV page 5

See JSOY page 2

# Hinds tops list as Junior Sailor of the Year

Ellen Fuller  
FISCSD Code 073

Storekeeper 2nd Class (Surface Warfare) Anthony L. Hinds has been selected by RDML William Kowba, Commander, Fleet and Industrial Supply Centers, as FISC San Diego's Junior Sailor of the Year for 2003.

SK2 Hinds is the customer service work center supervisor for the FISC San Diego SIMA site, where his intelligence and work ethic produced amazing results. Petty Officer Hinds' accomplishments include assisting in validating, screening, processing, and

releasing in excess of 60,000 material requirements valued at more than \$80 million. SK2 Hinds was also a key player in implementing the Navy Enterprise Maintenance Automated Information System, and devoted countless hours to the overall project by persistently screening and processing more than 10,000 new and complicated orders during its early stages. He was instrumental in identifying and correcting more than 1,500 line items of data from work



*Hinds is known for his willingness to tackle challenges.* (Photo by Raymond Rodriguez)

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## Admiral's Quarters

Our COMFISCS team has gotten 2004 off to a great start. We are achieving high marks in our role as the providers of combat capability through logistics, and I am proud of the continued excellent support provided to our combat team, even as NAVSUP continues to transform. We are not alone, of course, in our transformation. Even in this time of war, the Navy as a whole is reshaping.

It is my hope by now that many of you have had an opportunity to review the CNO's Guidance for 2004. If not, I strongly urge you to do so. As stewards of the Navy's checkbook, it is critical that each and every member of the COMFISCS team understands and supports ADM Clark's vision for the future.

We are all aware that we are in a constant battle for people and dollars. As it has always been in our Navy's history, we on the supply side of the house will once again play a substantial role in giving our afloat forces more bang for their buck. In the post 9/11 dynamic, that is crucial.

### The Network

The *Network* is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

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Under the principles of Sea Enterprise, I want us to take the lead and accelerate the drive to reduce costs this year. Navywide, tens of billions of dollars of savings were validated across the fiscal year 2004 future years defense plan and that money can go directly to modernize our fleet. The President's fiscal year 2005 budget calls for the construction of nine new ships and 42 strike aircraft. Increasing efficiency and cutting costs accomplishes this valuable recapitalization. These new ships and planes are vital to accelerate Sea Power 21 capabilities and keep our military relevant against the enemies of the future.

Our FISCs can play an integral role in finding these dollars for new platforms. We can increase savings across our claimancy by leveraging technology to improve performance and productivity across the board. Challenge every assumption, every cost and every requirement.

Leadership will be important in the Sea Enterprise process. I expect



all of our leaders to encourage Sea Enterprise principles and to reward innovation and efficiency from our people. Every penny we save throughout the COMFISCS enterprise is a penny earned toward the modern warfighting fleet of the future!

### A special thanks to our CFC key workers



James Bode, 800; Denisse Guerrero, 040; Terry Snook, 200; Glenn Davis, 070; Suzy Felix, NAVSISA; Ann Braeutigam, 073; Herminio Abutin, 117; SK1 Sand Watkins, 100V; Lee Johnson, 060; SK1 Johnny Parker, 100V; SKC Karin Mooth; Joe Zakocs, 070; Admiral Kowba; Fred Trokie, 111; and Jerry Llanos, 100D. See page 6 for the names of CFC key workers who are not pictured here.



# African-Americans continuing to make significant contributions to heritage of nation and military

VADM Gerry L. Hoewing  
Chief of Naval Personnel

February marks the 78th annual observance of African-American History month. This year's theme is "Brown vs. Board of Education (50th Anniversary)."

African-Americans have made extraordinary contributions to the Navy throughout its history. From Chief Gunner's Mate John Henry "Dick" Turpin, the first African-American chief petty officer, and a survivor of the explosion aboard USS *Maine*, to Harriet Ida Pickens and Frances Wills, the first African-American women naval officers. These proud warriors served on the front lines of freedom, bringing talent, dedication, and innovative ideas to the fight.

They still do. Today, there are more than 75,000 African-Americans on active duty in the Navy, with thousands more serving proudly in the



## African-American History Month

Naval Reserves. They work, train, lead, and contribute everyday in the finest tradition of the heroes who preceded them. Indeed, they are writing new history.

During the past year, a number of exceptional African-American sailors and civilians were recognized for outstanding service to country and community. Yeoman Chief (Special Warfare) Hazel M. Hudson received

the Roy Wilkins Renown Service award from the National Association for the Advancement of Colored People (NAACP); Mr. Larry Hollingsworth was selected by the Black Engineer of the Year organization for the Professional Achievement in Industry or Government award; and RDML Melvin G. Williams won the National Society of Black Engineers' Golden Torch award for lifetime achievement in government.

We salute and congratulate these individuals, but we also recognize that they represent the high ideals, the selflessness, and the proud service of all African-American, indeed all American, Sailors.

*To find out more about the Brown vs. Board of Education case, go to: [http://www.hrcr.org/docs/US\\_Constitution/brown2.html](http://www.hrcr.org/docs/US_Constitution/brown2.html).*

## Bowman assumes duties as COMFISCS program management director

JO1 Jessica Bailey  
FISCSD Public Affairs

Janet Bowman is tackling another challenge in her 30-year civil service career. She was recently selected COMFISCS Program Management Department director. The new gig allows her to continue on a successful path of learning and professional growth, something she decided to do several years ago.

"This new position serves as the oversight of the programs that transferred from NAVSUP headquarters to COMFISCS," Bowman said. "COMFISCS is responsible for four major supply programs within the

NAVSUP enterprise which includes One Touch Support, the Consolidated Hazardous Material Reutilization Inventory Management Program and Hazardous Material/Hazardous Material Minimization programs, the Navy Integrated Call Centers, and the Logistics Support Centers," she added.

Prior to her promotion, Bowman worked as FISC San Diego's Business Department director. Bowman said that although her new position is more demanding and carries with it a higher level of intensity, both jobs are equally necessary and important. Both are just different in terms of their job descriptions.

"The responsibility of the COMFISC Program Management Department is across all FISCs in the four supply programs for the Navy, while the FISC San Diego Business Department supports San Diego business endeavors," Bowman explained.

Bowman began her career with the Naval Air Rework Facility, now known as the Naval Air Depot North Island, in February 1974. She came to the Naval Supply Center in 1984 as a systems analyst and was the first site director, later becoming the deputy site director for FISC Site Naval Station.

Bowman considers her tour at Naval Air Station Sigonella, as the Supply Department Planning and

*See Bowman page 16*

# Flash from the Commander

## Get Ready for BRAC 2005

Base Closure and Realignment 2005 is on many of your minds, so I felt it appropriate to bring you up to date on what's happening and what you can expect as this process proceeds. First, let me provide some clarity. Although I'm sure many of you have seen various 'lists' floating around; there is no Navy closure list.

The process is just beginning, and the Defense Base Closure and Realignment Act of 1990 (PL 101-510 as amended through the National Defense Authorization Act of Fiscal Year 2003) is very specific on the steps that must be taken to get us to a list.

Much has yet to be accomplished, and we are only at the front end of the process. It is important for you to know that all bases will be considered as the BRAC process proceeds, but until the SECDEF submits his recommendations in May 2005, there will not be a list.

I know how this process can create high levels of anxiety with our

people. Although I can't eliminate that anxiety, I will do everything possible to keep you informed during this process. To do this, we will soon roll out a communication plan letting you know how we plan to get information to you. Included in that plan will be some additional detail on what will become the first visible step in the BRAC process, a series of data calls required to be completed by all activities.

A key point we should all keep in mind: The BRAC process is an internal decision process under the control of the Secretary of Defense. It is inappropriate to comment to non-DOD personnel on the internal actions being taken as the process proceeds or on the data related to the process. If you are contacted by someone outside DOD seeking information related to ongoing internal BRAC actions or BRAC-related data, you should refer such entities to your serving public affairs office.

As we work through this process,



**RADM J.D. McCarthy**

our focus will be on two primary objectives: ensuring the data we submit is complete and accurate, and keeping our people informed as the process unfolds.

By doing so, we will aid in ensuring the right decisions are made for our Navy and DOD personnel while ensuring we continue to accomplish our purpose of delivering combat capability through logistics.

**For more information, go to:**  
[www.defenselink.mil/brac](http://www.defenselink.mil/brac)

### BRAC 2005 Timeline

**SECDEF Draft selection criteria issued  
Dec. 31, 2003**

**President nominates BRAC commissioners  
March 15, 2005**

**SECDEF submits closure recommendations  
May 16, 2005**

**Commission submits report to the President  
Sep. 8, 2005**

**President submits recommendations to Congress  
Nov. 7, 2005**

### Worth Repeating

*The President's fiscal year 2005 budget strikes the right balance for the Navy and Marine Corps as we transition to the Naval force of the future. It increases pay for our Sailors and Marines, improves quality of service, enhances our combat capability defined in 'Naval Power 21' and supports the objectives the CNO. Commandant and I have outlined for 2004.*

**Gordon R. England  
SECNAV**



## SSOY

*continued from front page*

training and implemented military individual development plans concluding with zero discrepancies. He developed step-by-step procedures for fiscal year 2004 GMT through the Navy Knowledge Online Web site, which saved hundreds of military hours as a direct result. He trains 19 reservists from Post 119 on a quarterly basis and developed a training plan to integrate Reserve military personnel as logistics support representatives in preparation for future contingencies.

LCDR Carl Taylor, logistics support officer, describes Petty Officer Zolina as "a Sailor who consistently exceeds performance levels beyond the highest expectations of his superiors. He is the epitome of the self-starter and a highly effective leader who will carry the U.S. Navy into the future."

## JSOY

*continued from front page*

orders for 73 production shops. In the era of Sea Enterprise, Hinds personally did his part to boost FISC San Diego SIMA site's cost savings initiatives by aggressively screening requirements against excess and residual asset management programs, resulting in savings of more than \$270,000.

Hinds didn't stop there. His seemingly endless reservoir of energy allowed him to perform several vital collateral duties, including command safety officer and plant property coordinator. Outside of work, SK2 Hinds stays active by volunteering his time to Meals on Wheels, Partnership with Education, Combined Federal Campaign, Operation Clean Sweep, and Vietnam Veterans of San Diego.

LCDR Alberto Cruz, FISC SIMA site director said, "In my more than two decades in the Navy, I've come across a lot of outstanding petty officers. Petty Officer Hinds raises the bar for all of them."

## DOD to Resume Anthrax Inoculations

U.S. Fleet Forces Command Public Affairs

The Department of Defense announced Jan. 8 that implementation of the Anthrax Vaccine Immunization Program (AVIP) will resume immediately. The program was temporarily suspended last month pending legal clarification after the U.S. District court for the District of Columbia imposed a preliminary injunction against the program.

Recently, the court issued a stay of that preliminary injunction - a stay that allows for resumption of the AVIP.

"The anthrax vaccine has been licensed and approved by the Food and Drug Administration for use since 1970," Rear Adm. Clinton E. Adams, commander, U.S. Fleet Forces Command Fleet Surgeon said. "The anthrax vaccination program is a vital force protection measure, and research conducted by the most prominent medical experts has determined that the anthrax vaccine is safe and effective against all forms of anthrax exposure."

The safety of the anthrax vaccine was not the major issue with the District Court's injunction. The court's ruling did not question the safety of the vaccine, but rather questioned the legal status of the anthrax vaccine when used to protect specifically against inhalational anthrax. However, the Food and Drug Administration approved the Final Rule and Order that states Anthrax Vaccine Absorbed (AVA, Biothrax) is safe and effective against all forms of anthrax, including inhalational anthrax.

"We are gratified that the court has issued a stay of their previous injunction," Adams said. "The threat from anthrax is real and it's lethal. This vaccine has been in use for more than 30 years, and is a proven, safe and effective deterrent. The top priority of our vaccination program is to keep our Sailors healthy and help them return safely when they deploy. We feel the AVIP program is an important part of that effort."

## SECNAV Urges Sailors to Register to Vote

Special message from Secretary of the Navy Gordon R. England

Today, Sailors and Marines are deployed throughout the world, often in harm's way, protecting our nation and supporting the cause of freedom and democracy. In many places, the struggle centers on one very basic but powerful principle of democracy - the right to vote.

In our country, we have that right as a result of past and present sacrifices of U.S. service men and women like you.

Therefore, it is particularly appropriate that you, who protect this right for all of us, also exercise this

right for yourself. It's your sacrifice, it's your country, and it's your future. You've earned this right, and your vote counts.

I encourage you to register to vote early this year. Do it now to eliminate potential problems later. Your command's voting assistance officer has the absentee voter registration materials.

Thanks for your untiring service to America and our democratic ideals. God bless you and your families, and God bless America.

For related news, visit [www.news.navy.mil/local/secnav](http://www.news.navy.mil/local/secnav).



# CNO Plots Navy's course for 2004

JOC Walter T. Ham IV  
CNO Public Affairs

In the CNO's Guidance for 2004, Chief of Naval Operations (CNO) Adm. Vern Clark praises Sailors' performance and the progress they made last year, and calls on Navy leaders to "accelerate our advantages" this year.

"Our Navy's performance in Operations Enduring Freedom (OEF) and Iraqi Freedom (OIF) demonstrated more than just combat excellence. It proved the value of readiness. It highlighted our ability to exploit the vast maneuver space provided by the sea," Clark wrote. "It demonstrated the importance of the latest technology in surveillance and attack. Most importantly, it reaffirmed the single greatest advantage we hold over every potential adversary: the genius of our people contributing their utmost to mission accomplishment."

Among the many accomplishments of 2003, the CNO singled out the Navy's combat operations in OEF and OIF, improved surge capabilities, record recruiting and retention, alignment to Sea Power

21, savings harvested for recapitalization, and the additional ships and aircraft being built.

But the CNO said that successful institutions don't rest on their laurels.

"Winning organizations never rest - they are always on the move!" the CNO said. "At the top of our list is to ensure we are prepared to respond whenever the commander in chief sees a need for our military forces. Our task is to ensure that we give the president options. We created the Fleet Response Plan last year to maximize our operational availability and create those options."

Clark added that the flexibility of the Fleet Response Plan will keep our enemies guessing and will provide the president with a greater range of military options.

"We must continue to examine and refine the Fleet Response Plan's training and maintenance cycles to make our availability the best it should be," Clark continued. "Finally, we must get better at pushing the envelope of operational art in the development of future concepts of operation for our naval forces."

The CNO said that while people are the Navy's most valued asset, "manpower is never free." He said that he only wants Sailors filling jobs with real content.

"As our Navy becomes more high tech, our work force will get smaller and smarter. We will spend whatever it takes to equip and enable our Sailors, but we do not want to spend one extra penny for manpower we do not need."

This year, Clark said, the Navy will also focus on delivering the right readiness, expediting Sea Warrior, improving productivity in everything we do, streamlining and aligning total manpower structure, and accelerating Sea Power 21 capabilities. Clark said that Sea Power 21 is the roadmap for the capabilities the Navy will bring to the fight in the future, and the Top Five priorities are the Navy's "to do" list. While change is hard, it is also necessary, and the Navy's greatest legacy is its legacy of innovation, Clark said.

"From nuclear power to the then-unlikely prospect of flying aircraft from ships, our willingness to improve our position, to adopt transformational

*See CNO next page*

*RDML Kowba congratulates Monet Bernhardt for her graduation from the USDA Graduate School's Aspiring Leader Program. Monet is a supply systems analyst working in inventory accuracy. Other graduates not pictured were, Ellen Fuller and Sabrina Vicars who both completed the New Leader Program.*



## CFC key workers

The CFC key workers not pictured in the photo on page 2 deserve a hearty thanks and an honorable mention as well. They are:

*Alejandra Stepho, 050; ABF3 Daniel To'oto'o, 700; Jay DeLeon, 071; Ensign Andrea Trainum, 123; Dan Norris, 121; Teresa Avila, 122; Michael Fields, 140C; Monet Bernhardt and Paul Stuhler, 112; and Lonna Blueford, 124.*



# Web-based system helps commands, Sailors track physical fitness performance

Ingrid Mueller

MWR Communications Group Public Affairs

The key to the Navy's physical readiness program is recognizing that "total fitness" is a crucial element of mission performance. Recent upgrades to the Physical Readiness Information Management System, including enhanced "read only" access and reporting procedures, help Navy commands get a true picture of their Sailors' overall fitness, while significantly reducing the administrative workload required to administer the physical readiness program.

"The refinements we are making to PRIMS support the Navy's goal of developing a culture of fitness," said LCDR Mike Criqui, physical readiness program manager, Navy Morale, Welfare and Recreation Division, Navy Personnel Command, Millington, Tenn.

"Commanding officers, executive officers and command master chiefs can now be assigned read-only access

to all the physical readiness program records within their command, which will enable them to get a better look at the overall fitness of their Sailors." Read-only access is available through the command fitness leader.

All commands are required to report physical fitness assessment data via PRIMS no later than 30 days after conducting the PFA, in accordance with guidelines established in the Navy's Physical Readiness Program instruction, OPNAVINST 6110.1G. When using the Web-based PRIMS, there is no need to provide any additional reports to Navy Personnel Command on command participation in PFAs.

CFLs can use PRIMS to update individual records, receive and transfer members' records, and create specialized reports for their command. Other features of the system include risk controls, PFA tracking,

administrative warnings and fitness enhancement program enrollment.

Using PRIMS means no more "stubby pencils" for CFLs, as the system performs the calculations for body fat measurement and computes the overall physical readiness test performance score. Step-by-step instructions for this user-friendly system are available to the CFL through the PRIMS Web site, [www.mwr.navy.mil/prims](http://www.mwr.navy.mil/prims).

Sailors can view their records at any time through the Navy MWR PRIMS Web site at <https://prims.persnet.navy.mil/>, by using the social security number as the log-in identification and the BUPERS Online (BOL) password as a password. Sailors can obtain a BOL password by visiting the BOL Web site at [www.bol.navy.mil/default.asp](http://www.bol.navy.mil/default.asp).

For additional information, please visit the Physical Readiness Program Web page: [www.mwr.navy.mil/mwrprgms/physred.htm](http://www.mwr.navy.mil/mwrprgms/physred.htm).

## CNO

*continued from page 6*

technologies, and to develop new operating concepts is at the very core of our combat success," Clark said. "To continue our legacy is to continue to reevaluate our position and to challenge all of our assumptions. We will adapt to the changing world around us by getting out in front of it, by leading change, and embracing the innovations and improvements needed to guarantee our future success."

In a media availability following the guidance's release, Clark emphasized that 'global war on terrorism' is more than a buzzword. The CNO also stressed the importance of preparing for tomorrow's threats while taking the fight to the enemy today.

"Our strategic objectives are straightforward. For us, winning the global war on terrorism is our number one objective. Victory is the only acceptable outcome, and through our collective efforts, it will be achieved," Clark said. "The business of the Navy is combat. Our obligation is to succeed in combat stretches beyond the here and now. We must help guarantee combat success to the Navy of the future. That's why the decisions we all make on a day-to-day basis are so important."

The CNO concluded his guidance by thanking Sailors for an outstanding year and calling on them to raise the bar even higher this year.

"We are a winning organization. We have instituted and paid for a great many improvements over the past three years, and you have embraced them

and made them better. Because of you, talented American warriors are bringing combat power to bear on the enemies of our country, wherever they may be hiding," the CNO said. "We are winning the fight to remake our great institution, to innovate and improve for the dangerous decades ahead."

"I could not be more pleased with your effort and your accomplishments this past year. You have taken aboard the idea that war fighting effectiveness and resourcefulness is the key to mission accomplishment and have produced the finest Navy the nation has ever seen. It is our job as leaders to accelerate the advantages we bring this nation over the coming year."

*The CNO's Guidance for 2004 is posted on the CNO Web page at [www.chinfo.navy.mil/navypalib/cno/clark-guidance2004.html](http://www.chinfo.navy.mil/navypalib/cno/clark-guidance2004.html).*



# Political Activity and the Federal Employee in 2004 (The Hatch Act)

LT Ron Flanders  
FISCSD Public Affairs

This year, FISC San Diego employees will help make history. The 2004 presidential, congressional, and local elections will decide which direction our country, state, and counties will take in the future. Many military members and federal employees will exercise their hard-earned right to vote, and some will even participate further in the political process. However, if you are drawing a paycheck from the U.S. Government and intend to be active in the political arena, there are some important guidelines you must be aware of. The Hatch Act clearly spells out which types of political activities are acceptable to participate in, and which are off-limits to military and DOD civilian personnel.

Simply put, government employees may participate in politics, but not at the office. Employees may **never** engage in political activity while on duty, in a government office or using government resources. While in a government vehicle, employees may not drive to a polling place or participate in any political event. With the exception of voting, military personnel may not engage in any political activities while in uniform.

Common sense also applies when relationships with co-workers or subordinates are involved. Using one's position as a supervisor to campaign within an office or raise political funds is strictly prohibited. FISCSD employees may **not** do any of the following:

- \* Use official authority to interfere with an election
- \* Poll subordinates
- \* Solicit from subordinates - whether at the workplace or not.

- \* Solicit or discourage political activity of anyone with business before their agency
- \* Use government resources/email for partisan politics
- \* Solicit or receive political contributions
- \* Be candidates for public office in partisan elections
- \* Give campaign contributions to employing authority
- \* Use undue influence to seek contributions

The above guidelines do not mean military members and federal civilian employees may not participate in the political process. With the exception of voting, FISCSD employees may still participate in a wide variety of functions to support candidates, and ballot initiatives.

The guidelines are more stringent for military personnel than for civilians, however. Specifically, employees **may** attend and be active at political rallies and meetings. Military members can attend, but only as a spectator. Any FISCSD employee may join or be an active member of a political party or club, although military members cannot participate in campaign management or conventions. Circulating or signing nominating petitions is OK, but military members cannot pledge to take any action for a partisan candidate or circulate petitions relating to partisan politics.

Employees are allowed to be candidates for public office in **nonpartisan** elections. However, military members must ask for Secretarial permission, which is rarely granted. Voter registration drives are authorized. Civilian employees may participate in any such drive, but military personnel may only assist in nonpartisan, neutral registration drives. Exercising one's First



Amendment right to free speech and expressing opinions about candidates and issues is an employee's right, but wearing political pins in the workplace is not allowed.

Furthermore, military personnel must be careful not to make public comments as a member of the armed forces or about the Commander-in-Chief. A fine line exists between exercising free speech and committing an act of disrespect toward a superior officer.

Contributing money to political organizations or candidates is also an extension of one's First Amendment rights. Be advised of new limitations on contribution amounts. Military members cannot make a campaign contribution to another member of the armed forces or to a civilian federal employee for promoting a certain political cause.

Attendance at political fundraising functions is fine, but **never in uniform**. Additionally, uniforms cannot be worn publicly campaigning for or against referendum questions, constitutional amendments, and municipal ordinances—which members may do in civilian clothes.

Military members must avoid being in uniform or publicly participating in anything partisan, that is, Republican vs. Democrat, etc. as a member of the Armed Forces. For example, John Smith may campaign, but LT John Smith may not. Beware of partisan activities. Military members cannot make public speeches in furtherance of partisan campaigns.

*continued on next page*



## What is the Hatch Act?

*The Hatch Act restricts the political activity of executive branch employees of the federal government, District of Columbia government and some state and local employees who work in connection with federally funded programs. In 1993, Congress passed legislation that significantly amended the Hatch Act as it applies to federal and D.C. employees (5 U.S.C. §§ 7321-7326). (These amendments did not change the provisions that apply to state and local employees. (5 U.S.C. §§ 1501-1508.) Under the amendments most federal and D.C. employees are now permitted to take an active part in political management and political campaigns. A small group of federal employees are subject to greater restrictions and continue to be prohibited from engaging in partisan political management and partisan political campaigns.*

*OSC has developed a number of booklets, posters and fact sheets that explain the application of the Hatch Act. Copies of the booklets and posters can be ordered from the Government Printing Office. The fact sheet may be downloaded or emailed directly from the OSC website. Additionally, OSC has created a PowerPoint presentation - "Political Activity and the Federal Employee" - which covers the rules and regulations of the Hatch Act.*

**Source:** <http://www.ocs.gov>

Military members are also prohibited from:

- Speaking before a partisan political gathering
- Radio or TV interviews regarding a partisan campaign
- Marching or riding in a partisan political parade
- Displaying a large banner on the side of their personally-owned vehicle

**Political Activity means:** An activity directed toward the success or failure of a

- Political party
- Candidate for partisan political office, or
- Partisan political group

The Merit Systems Protection Board (as initiated by the Office of Special Counsel) may order an employee's

- Removal

**OR**

- Suspension (30-day minimum) by unanimous decision of the MSPB.

**NOTE:** Military members are subject to the Uniform Code of Military Justice (UCMJ)/ Criminal prosecution. For more information, visit the OSC Web site at <http://www.osc.gov>.

## Upcoming Town Hall meetings

**Tuesday, Feb. 24** 9:00 a.m.-9:45 a.m. – Open to all FISC North Island site employees at the base theater (Hearing Interpreter requested) Buses will be provided and are scheduled to arrive at around 8:40 a.m. Please be ready for your pickup. Buses will return you to your building after the meeting is over.

Noon-12:45 p.m. – CMF-- building 3155 at Naval Base San Diego

### **Wednesday, Feb. 25**

1 p.m.-1:45 p.m. - SIMA -- Held at building 116, Greyhound Room

2 p.m.- 2:45 p.m. - LSC/HAZ/FAT/NFMT/080 — Held at building 116, Greyhound Room

### **Thursday, Feb. 26** -- In the Nautical Room

8 a.m.-8:45 a.m. - Codes 020/060/200 (Hearing Interpreter present)

9 a.m.-9:45 a.m. - Codes 004/005/006/007/008/010/040/050/070/090 (Hearing Interpreter present)

2 p.m.-2:45 p.m. - Code 100 (Hearing Interpreter present)

### **Friday, March 5**

7:30 a.m.-8:15 a.m. - Fuel/Point Loma — Held at the Fuel Farm Conference Room

3 p.m.-4 p.m. - HHG -- building 3376 at Naval Base San Diego



## Express shipment of unaccompanied baggage now available to Sailors

Naval Supply Systems Command  
Public Affairs

Sailors on permanent change of station or temporary duty orders can ship unaccompanied baggage to new duty stations, according to the Navy Family Services Division of the Naval Supply Systems Command.

Sailors can have unaccompanied baggage shipped by express services to new duty stations in three to seven days in the continental United States and in 10 to 14 days overseas. To qualify, Sailors must be on PCS or temporary duty orders and must have a legitimate need, such as a short reporting date to a deploying ship or a PCS without authorized leave in between.

The program covers items of necessity such as clothing, cooking and eating utensils, small appliances, etc. Furniture is not included in this program.

Sailors who want more information about express shipment of unaccompanied baggage should contact their local Personal Property Office, check NAVSUP's Web site at [www.navsupsup.navy.mil](http://www.navsupsup.navy.mil), or contact the NAVSUP Household Goods Helpline at 1-800-444-7789.

### Advancement Exam Reminder

E-6 March 4  
E-5 March 11  
E-4 March 18

*\*Those who have not attended the leadership training continuum or received a waiver prior to exam are NOT eligible to take the E-6 exam.*

## COMFISCS News Briefs

**MPC at Ingleside ranks in top three...**...the Material Processing Center at FISC Jacksonville's Ingleside Detachment is one of the top three MPCs globally. The center, which stood up in 2000, and services the ships on the waterfront in addition to Naval Station Ingleside and its tenant commands, finished just behind Norfolk and San Diego, which were first and second, respectively.

**FISC Pearl Harbor's largest loadout in decades supports operation Iraqi Freedom...**Working around the clock in 12-hour shifts, FISC PH longshoremen, Naval Reserve cargo handlers, and U.S. Army personnel teamed up in mid-December to complete a massive loadout for the 25th Infantry Division. Approximately 4,800 soldiers from the 25th Infantry are being sent to Kirkuk, Iraq in support of *Operation Iraqi Freedom*, and it was FISC's mission to load their war materiel aboard USNS *Pililaau* (T-AKR 304). The loadout took four days and was the largest that any of FISC PH's longshoremen could recall.



*Bound for Iraq, a row of shrink-wrapped Kiowa Warrior helicopters awaits loading aboard USNS Pililaau. The shrink-wrapping will protect the helicopters from salty air and other damaging elements they are likely to encounter during their long ocean voyage to Kuwait.*

**State impressed with Navy strategies to avoid oil spills...**The state of Washington is considering adopting the stringent fueling strategies used by Navy fuel depots such as FISC Puget Sound's Manchester Fuel Depot, reports the Seattle-Post Intelligencer. The paper covered a recent refueling of the USS *Sacramento* (AOE 1) and highlighted the Navy's oil spill prevention strategies.



*Aviation Boatswain's Mate 2nd Class Rudy Oliva from San Antonio, Texas, carefully directs an F/A-18C Hornet aboard USS John C. Stennis (CVN 74). (U.S. Navy photo by Photographer's Mate 3rd Class Andre Rhoden.)*



## **JOIN THE NATIONAL BONE MARROW DONOR REGISTRY!**



This is Chiara. She is the daughter of a local naval officer. Chiara has been diagnosed with Juvenile Myelomonocytic Leukemia which is a rare form of leukemia that currently has no effective treatment. The best hope for Chiara's survival is a bone marrow transplant. Could you be her miracle match? There are more than 500 military personnel and family members in the DOD alone who need a match. Here's your chance to make a difference.

### **NAS North Island Navy Exchange March 5, 2004 9 a.m. to 5 p.m.**

All it takes is a simple five-minute blood test to register. It's that easy, and you're done! You can register even if you have taken anti-malaria medication, had a recent tattoo or served in the United Kingdom, Europe, Iraq or Africa. Registration is free to all military and family members and all DOD employees/contractors, ages 18 to 60. For more information, go to [www.dodmarrow.com](http://www.dodmarrow.com).

For more information contact: LT Cindy Campbell at 619-524-9509 or [cindy.campbell@c3f.navy.mil](mailto:cindy.campbell@c3f.navy.mil) or IT1 Ryan Reed, 808-473-5598

#### **About Juvenile Myelomonocytic Leukemia (JMML)**

*JMML is a rare leukemia that accounts for less than one percent of childhood leukemia cases. JMML typically presents in young children (median age approximately one year) and occurs more commonly in boys (male to female ratio approximately 2.5:1). Common clinical features at diagnosis include hepatosplenomegaly (97 percent), lymphadenopathy (76 percent), pallor (64 percent), fever (54 percent), and skin rash (36 percent).*

*Source: National Cancer Institute - [www.cancer.gov](http://www.cancer.gov)*



# Anti-terrorism training mandatory before overseas duty

**Mike Merriweather**  
FISCSD Security Department

Antiterrorism and Force Protection are programs that implement defensive measures by integrating various security applications. This aids in reducing the vulnerability of individuals and property to terrorist acts.

Terrorism is an indiscriminate act that can occur in a variety of ways in the form of threats and violence. Terrorists generate fear through intimidation, coercion, and acts of violence such as hijacking, bombings or kidnappings.

As past and more recent events have shown, however, terrorists have reached new levels of organization, sophistication and violence. Their tactics and techniques are always changing and will continue to be a challenge to predict and neutralize. Accordingly, we must remain diligent in applying the proper protective measures.

In accordance with DODINST 2000.16 and SECNAVINST 5510.30A, training must be completed prior to any foreign travel. This training includes: Level 1 Antiterrorism Force Protection (ATFP) training; a foreign travel briefing and the completion of the Individual Force Protection Plan (IFPP).

The following information is provided to assist you in completing antiterrorism training, foreign travel briefs and individual force protection plans.

An IFPP is required for all FISC military and civilian personnel traveling on official or personal business to a foreign country or area that is not part of the United States, its territories, or possessions.

Prior to submitting an IFPP for foreign travel, complete Level 1 Antiterrorism Force Protection

training. This training must be completed within 12 months of the travel date. To complete ATFP Level 1 training online, go to <https://cas.cpf.navy.mil/navy/cpf/atfp/home.nsf>, or <https://199.114.4.234/navy/cpf/atfp/home.nsf>, click on the IFPP-Level 1 Training link. The access code for the ATFP Level 1 Training is the word aware.

Upon completion of the ATFP Level 1 training, print the certificate of completion for your records. A copy must be forwarded to FISCSD Security to receive credit. The DOD training administrators will notify FISCSD Security electronically if when prompted, you provide the following e-mail address: [michael.merriweather@navy.mil](mailto:michael.merriweather@navy.mil)

To complete and submit the IFPP form online, go to <https://cas.cpf.navy.mil/navy/cpf/atfp/home.nsf> or <https://199.114.4.234/navy/cpf/atfp/home.nsf>. Click on the Individual Force Protection Plan link. Step through the data fields, identified by gray tabs, at the top of the form. Directions for completing the form are included on the first tab of the form. The IFPP form is automated and many of the data fields are filled in automatically based on the destination country the traveler enters. The form also accommodates multiple travelers and multiple destinations.

After reading and agreeing with the Acknowledgement, click the "submit" button. The program will automatically forward the IFPP to the coordinator (FISCSD Security), and approving official (Executive Officer) via e-mail. If approved, the program will forward you an e-mail containing an approval letter and the IFPP to print out and maintain during your travel. If multiple travelers are on one IFPP, only one traveler needs to

maintain a copy of the IFPP for the group.

Within 90 days prior to travel, all personnel must receive current threat and intelligence information for the specific destination location.

For assistance, please contact Mike Merriweather at (619) 532-3950 or by e-mail to [Michael.merriweather@navy.mil](mailto:Michael.merriweather@navy.mil).

## Mess Management Specialist Rating name changes

Chief of Naval Personnel Public Affairs

In a rating name change that better reflects their professional expertise, Mess Management Specialists (MS) will now be known as Culinary Specialists (CS).

"The name change more appropriately describes the duties and mission of the rating, aligns the rating with today's commercial culinary profession, and enhances the rating's professional image," said Senior Chief Culinary Specialist (SW) Joe Donellan, rating technical advisor and Supply Corps enlisted community manager.

The rating's progression from cook to commissary man, to mess management specialist, and finally to culinary specialist, is a natural one and in keeping with the Navy's tradition of defining a Sailor's occupation in modern terms.

Personnel in the MS rating will be automatically converted to the CS rating effective immediately with the release of NAVADMIN 012/04. Request for conversion from Sailors or commands is not required.

The rating badge of crossed keys and quill superimposed upon an open ledger is being retained for Culinary Specialists.

NAVADMIN 012/04 will soon be available on the Web at <http://www.bupers.navy.mil>



## FISC Sailors deliver food and comfort to San Diego elderly

PH2(AW) Daniel A. Jones  
Navy Public Affairs Center San Diego

Giving isn't just a holiday notion for Sailors from the Fleet and Industrial Supply Center here. Every Tuesday throughout the year, FISC Sailors give back to the community, helping the South County Meals on Wheels of greater San Diego office pick up and deliver food to elderly members in the area.

"It is a great feeling to see the clients smile when they see us delivering their food in uniform," said Storekeeper 1st Class Joss Zolina, one of many Navy Meals on Wheels volunteers from Naval Station San Diego. "I would tell anyone in the service to volunteer their free time to help others and give back a little to the community."

It was an afternoon where "thank you" was heard many times. Even though these Sailors have volunteered at Meals on Wheels a number of times before, everyone in the offices still greet them with smiles and appreciation. As for the clients, who are senior citizens, they opened their

doors with excitement and gratitude for having their lunch delivered by a uniformed Sailor.

"It is such a positive feeling to see these clients admiring our medals and our uniforms. Many of them are veterans and don't have family in the area. They look forward to seeing a Sailor at lunchtime," said Culinary Specialist 2nd Class Michelle Rubio.

Meals on Wheels is a volunteer-driven agency. In 2003 alone, more than 2,500 San Diegans - many of whom were military personnel - donated their time. The agency is dedicated to helping seniors in need of home-delivered meals and social interaction. Social interaction is exactly what keeps Storekeeper 2nd Class Mathouchanh Srioudom volunteering every week.

"These seniors love to talk about a variety of things. We may be the only interaction they have that day with other people, so it feels good to listen. We aren't just delivering food, we are delivering company, too," said Srioudom.

The clients of Meals on Wheels strive to stay happy, healthy and

independent longer. According to officials at the Meals on Wheels Association of America in Alexandria, Va., with age comes an increased chance in becoming dependent on others for help with performing the activities of daily living. Chronic illnesses or conditions, such as arthritis, osteoporosis, senile dementia, depression, hypertension, heart disease, breathing problems and diabetes, substantially limit mobility, making it difficult and often impossible for many seniors to buy, cook and prepare nutritious meals.

Marion Mann, the division manager at Meals on Wheels of Greater San Diego, knows how important it is to have Sailors like the ones at FISC volunteering.

"It's wonderful what these sailors do for our community. This program could not be what it is without support from great people like these."

Both Mann and the FISC Sailors agree that with the help of programs like Meals on Wheels and Navy volunteers, seniors have a greater chance of maintaining their independence and enjoyment of life.



RDML Kowba congratulates Peter Gutierrez on his retirement. Gutierrez began his civil service career in 1972.

### Worth Repeating

*It is very important for the future to build an affordable Navy, one that has the kinds of capabilities we need, and one that we can maintain and operate at a reasonable cost.*

**VADM Balisle, Commander,  
Naval Sea Systems Command**



## Supply Corps 209th birthday message from the Chief

The Supply Corps enjoys a proud history dating back to its establishment with the appointment of Tench Francis as the first "Purveyor of Public Supplies" on Feb. 23, 1795. Those of us serving today carry on the legacy of excellence established by those who have followed that initial appointment.

The Supply Corps, supported by our teammates from the enlisted and civilian communities, has accomplished much in 2003. Among those accomplishments are your contribution to the readiness of our operating forces; your sustainment of those forces in combat; your expanded engagement in the operational logistics arena; and your leadership of our Navy's efforts to drive down its cost of operations to support our Sea Power 21 vision. It has been an exceptional year!

As the Global War on Terrorism presses on, we must build upon our

successes and continue to work closely together as one Corps. Our CNO has challenged us to accelerate



our efforts. Each one of you will play a role in meeting that challenge as we continue to be looked upon as logistics solution providers for the Navy.

As we celebrate this year of

accomplishments, let us remain focused on our Corps' purpose of delivering combat capability through logistics. We have much to be proud of, but we have much yet to accomplish. Working together, we will continue the proud legacy of our predecessors as we forge a new future for our Corps. In the end, it boils down to continued pursuit of our vision—"One team, one focus...bringing logistics to the fight!"

Happy 209th birthday everyone!

## DTS is coming to FISC San Diego

FISC San Diego will be among the first organizations in NAVSUP to receive the new Defense Travel System. DTS is an online, state-of-the-art, 21<sup>st</sup> century e-commerce system available to virtually every person in the Department of Defense, both civilian and military who want to make TDY/TAD travel and lodging arrangements. This literally puts making travel plans at your fingertips.

Among the benefits DTS brings to authorized travelers:

- Fast, electronic reimbursement of travel expenses—2-3 days from electronic filing
- Automated payment of government charge cards
- Significant reduction in time spent administering travel, because it's all done on the Web

The system allows you access from start to finish. You can:

- Request travel from your Reviewing Official
- Make travel arrangements, including airplane seat assignment, hotel, car
- Approval by Authorizing Official electronically
- Voucher (travel claim) submittal after trip via Web
- Streamlined Web approval of voucher
- Reduced paperwork

DTS will be implemented at FISCSD in January and February 2004  
It's scheduled to be implemented to all other FISCs by July 2004.







*RDML Kowba presents LT Philip Diana with his sixth Navy and Marine Corps Achievement Medal.*

### **Congratulations**

**LTJG Andrea Trainum**, Code 123, delivered a 7 lb. 8 oz. baby girl, Alesandra Mikaela. Mother and daughter are doing fine and the good lieutenant will be on maternity leave for six weeks.

**LT Philip Diana** and his wife Margaret welcomed a 7lb. 14 oz. baby boy. Both mom and son are doing fantastic.

### **Bravo Zulu Message**

**Fuel Department**, Code 700, for the outstanding customer service support provided USS *Samuel L Cobb* while she was assigned to COMSOPAC for West Coast operations.

**FISC San Diego Hazmin Center Personnel** and **SK2 Salvador Hugo**, Code 112, for outstanding customer service support provided to USS *Oriole* during her West Coast deployment.

**CAPT Alex Hnarakis**, Commanding Officer, Naval Air Weapons Station, wishes to express his appreciation to Logistics Program Manager **Bill Weinfurthner** and his team of **Deborah Riley** and **Marylou Hobbs** in working with NAWS China Lake team members on the transition from NAVAIR to NRSW.

### **Letter of Appreciation**

**SK1(SW) Ernesto A. Cabero** and **SK1(SCW) Carlito G. Buenavista** received upon retirement from the Navy.

**SK2 Ramiro Vazquez** and **SH1 Madeleine Uribe** for assisting CDR Laramie with the set-up and serving of breakfast, breaks, and lunch during the recently held Echelon III Brief.

### **Reenlistment**

**SK2 Mahalia O. Olaso**

### **Retirements**

**Peter Gutierrez** - 35 years

**Karen Davis** - 31 years

**Carolyn Lornes** - 31 years

**Ruth Ballesteros** - 31 years

### **Navy and Marine Corps Achievement Medal**

**LT Philip A. Diana**

**SK2 Horatio S. Green**



*RDML Kowba awards SKCM(SW/AW) Benjamin Hebron with the Meritorious Service Medal.*



*RDML Kowba presents Ann Braeutigam with a Letter of Recognition for her outstanding job in support of CFC.*



*Janet Bowman takes on another challenge as the new COMFISCS Program Management Department director. See story on page 3.*

### **Meritorious Service Medal**

**SKCM(SW/AW) Benjamin Hebron**

### **Letter of Commendation**

**SK1(SW/AW) Carmelita D. Braganza**

**SK1(SW) Joss Zolina**

**SK2 Mahalia O. Olaso**

**SK2 James R. Anderson**

**SK2(SW) James R. Anderson**

**SK2(SW) Anthony L. Hinds**

### **Letter of Congratulations SOY Nominees**

**SK2 Teodora Tapia**

**SK2 John T. Del Castillo**

**SK2 James R. Anderson**

**SK1 Jose Medina-Garcia**

**SK1 Carmelita D. Braganza**

### **Leave Donations**

**Mike**, Code 124, and **Mari Lou Linford** would like to express their sincere appreciation to everyone for their kindness and generosity during 2003. A special thanks to **Monett Fernandez**, leave donations coordinator, and **Tameron Hodges** in the Human Resources Office.

**Glenn E. Brown**, Code 240, and **Terry Barksdale**, Code 074, have requested annual leave donations under the Voluntary Leave Transfer Program.



# The Back Page

**Bowman**

*continued from page 3*

Administrative Director as well as her two-year stint as Deputy Business Manager for Navy Region Southwest as career enhancing opportunities. Despite all the successes that have come her way, Bowman didn't have some elaborate plan to succeed. She simply credits her successes to being prepared professionally and taking on non-traditional jobs that were not normally available to women.

"I was essentially a blue-collar worker and there weren't a lot of women around when I started out," Bowman said. "It was tough because there was a lot of resentment, and I had the emotional strain. But every time I was ready to give up another opportunity would open up," she said.

Bowman doesn't regret the 'tough' stuff she's had to endure and maintains a great attitude, regardless of the obstacles she's faced.

"I've had great opportunities to move around and be involved in a lot of different things," she said. "I've been fortunate enough to work with many talented and dedicated professionals and have taken advantage of opportunities because I was willing to leave my comfort zone for new experiences."

## I Was Working in the **Collaboratorium** a 'Late One Night...

**Terri Bratcher**  
FISCSD Training Specialist

**Collaboration** - Sharing knowledge, ideas, experiences peer to peer

+

**Laboratory** - Idea/concept experimentation, trial and error, incubation, growth

+

**Symposium** - A meeting at which short addresses on a topic or on related topics are delivered to compare a collection of opinions on a subject

=

**"A Collaboratorium"**

To be competitive, the DOD recognizes the need to continually search out the right combination of people who together have the right mix of knowledge, skills, information, and authority to resolve problems promptly and effortlessly. The traditional organization and approaches such as temporary work

groups with a fixed task and lifestyle have proven ineffective in getting to the heart of problem solving.

In the past, we have focused on integrating what employees know (automating people's knowledge to reduce people positions) rather than engaging the employees themselves.

The DON organization of today needs flexible teams that can be pulled together quickly to save time, money and provide value added services and products to all stakeholders regardless of geographical, or for that matter, structural local. We need tools that will enable the organization to meet the **five Cs** - Correlate data, define a Common picture of an opportunity/situation, Collaborate on experiences, act Corporately, and Continuously learn.

Enter FORCENet - the Navy's leap into creating network-centric warfare capabilities. Like SiteScape, NAVSUP's collaborative tool suite, FORCENet will be a Web-enabled

network designed around a "human-centric" system with decision support tools. It will allow information to flow between all levels of today's fighting force - from seabed to space - and transform how the Navy operates globally and renovate the fleet's relationship to shore establishments. In short, it will help change how we resource the fleet. You are probably wondering how you fit in this picture. Well, I'll tell you. It means being ready for a great wind of change and learning how to get "net-centric" to be part of the vision of supply and service to the fleet of tomorrow.

We must learn how to connect, communicate and collaborate for efficiency and effectiveness. You can do this by joining the SiteScape community. Registration is quick and easy.

Log on to [https:// applications.navsup.navy.mil/ forums/zone1/ dispatch.cgi](https://applications.navsup.navy.mil/forums/zone1/dispatch.cgi). Once there, sign on as a new user.

Then, you'll be prompted to select a group with whom to register. Select "FISCSD Knowledge Mgmt Advisory Bd"

Congratulations! You are now a member of the community. Once you receive your user name and establish a password, you can take the "User Tutorial" shown under "Current Workspaces" NAVSUPHQ. This provides more in-depth information regarding the features SiteScape provides.

Once registered, you will see under "Team Workspaces" the "FISCSD KM Advisory Board" tab. Click on the link and you will see to the right "Discussions and document sharing forums" and an item marked, "Web Corner Feedback." Click on the link and you can view a short PowerPoint presentation about collaboration and post your feedback about SiteScape or any other information you would like to share. Enjoy!

